

COLLECTIVE BARGAINING AGREEMENT
PUBLIC SECTOR / NON-POLICE & NON-FIRE

Public Employer: Haledon Board of Education County: Passaic

Employee Organization Haledon Education Association Employees in Unit: 107

Base Year Contract Term: 7/1/2011 6/30/2014 New Contract Term 7/1/2014 6/30/2017

Type of Settlement: ☒ Mediated Settlement ☐ Fact-Finder Recommendation ☐ Voluntary Settlement ☐ Super Conciliation

Section IV: Analysis of new successor agreement		<u>NEW AGREEMENT ANALYSIS</u>				
Total Base Year(previous agreement)	<u>\$6,849,660</u>					
Effective Date (m/d/yyyy)	<u>7/1/2014</u>	<u>7/1/2015</u>	<u>7/1/2016</u>			
Percent Increase	<u>2.45%</u>	<u>2.45%</u>	<u>2.45%</u>			
Total cost of increase ..	<u>\$163,610</u>	<u>\$167,400</u>	<u>\$171,755</u>			
Total base salary (successor agreement)	<u>\$6,831,170</u>	<u>\$6,998,570</u>	<u>\$7,170,325</u>			

Percentage Impact (average per year over term of agreement)	<u>2.45</u>
Collar Impact (average per year over term of agreement)	<u>\$167,588.00</u>

	Base Year	Year 1				
Cost of Health Plan	\$1,452,627	\$1,597,889				
Employee Contributions	\$335,687	\$408,708				
Prescription	\$0	\$0				
Dental	\$136,860	\$136,860				
Vision						

Prepared by:	<u>John Serapiglia</u>	Title:	<u>Business Administrator</u>
	<u>Print Name</u>		
	<u>Signature</u>	Date:	<u>8/27/2015</u>